

## **Healthcare Cost Containment Committee Minutes**

**June 7, 2017**

**3:30 p.m. to 5:00 p.m.**

**Attendees:** Shannon Barnes, Karen Bonin, Ashley Brigham, Marge Chiafery, Debie Clayton, Shawn Croteau, Kim DeMaso, Mary Ethier, Kelly Grassini, Rick Greenier, Linda Hastings, Marsha McGill, Teresa Porter Cascadden, Sue Robinson, Rachel Schneider, Christine Soucy, Rick Urda, Kathleen Walczak, Peter Bergeron, Linda Dimakis

### **1. Introduction of Wendy Parker, Executive Director of HealthTrust**

Debie Clayton introduced Wendy Parker, Executive Director of HealthTrust.

### **2. Membership Changes for 2017-2018**

The following membership changes were highlighted.

Linda Dimakas from Merrimack High School will represent the Merrimack Teachers Association (MTA) due to Karen Bonin's retirement. Karen served five years on the committee.

Peter Bergeron from Merrimack High School will represent administration due to Nick Coler's departure. Nick served three years on the committee.

Sue Robinson will not return next year. Sue served four years on the committee. The retiree representative will be named before the September meeting.

Rachel Schneider will not returning to the committee next year so she can focus on her new position as Assistant Principal at Reeds Ferry Elementary School. Rachel served three years on the committee.

### **3. Message from the HealthTrust Executive Director**

Wendy Parker reported that one of her goals in her first year as Executive Director was to visit as many member sites as possible. She explained that Merrimack School District Healthcare Cost Containment Committee's efforts were referenced in many of her visits. She addressed the following topics:

- Mail order and use of generic of prescriptions have been successful in keeping costs down.
- Medical plan trends over time
- Cost of prescriptions
- Health Reimbursement Accounts may be an option in the future.
- Site of Service medical plan allows you to make cost effective decisions for each medical appointment.
- Feedback about the Slice of Life Program is that it is broad and cumbersome. Changes are being proposed to simplify the program.
- Members will soon be able to obtain a 90 day supply of medication at CVS for the same price as mail order.
- Utilize more technology in the future.

### **4. Approval of May 3, 2017 Minutes**

Rachel Schneider moved (seconded by Shawn Croteau) to approve the May 3, 2017 minutes.

The motion passed 16-0-4 with Rick Urda, Kathleen Walczak, Sue Robinson and Marsha McGill abstaining.

## **5. Health Assessment Participation**

### a) Rate for May

- Ashley Brigham reported the Health Assessment participation rate for May reached 54% and 86 people participated in the coaching program.

### b) Promotion Strategies for June, July and August

- Ashley Brigham reported effective July 1<sup>st</sup> HealthTrust will offer wellness report cards. The report card will document participation in various Slice of Life programs. Each participant will be able to print a report card that could be used as documentation for a wellness challenge.
- Continue to promote the purchase and use of activity trackers

Rick Greenier suggested the Healthcare Cost Containment Committee be represented at the Mentor/Mentee meetings in August.

## **6. Focus on Specialty Medication Utilization**

Debie Clayton reviewed the usage of brand and generic drugs, the top 20 drugs by total drug costs and the top 20 drugs by total number of prescriptions.

Wendy Parker noted 38% of prescription costs are from specialty drugs. Specialty drugs are high cost, high complexity and high touch prescriptions. Nurses will provide specialty drug education and support individuals experiencing side effects from specialty drugs. Most specialty drugs are taken by injection.

Bio-similar specialty drugs are similar to generic drugs. Currently there are very few bio-similar drugs being used by a small population with a huge cost. The number of specialty drugs are increasing. Specialty drugs are very expensive but can improve the quality of life for many people.

The HealthTrust is exploring ways to control specialty drug costs.

## **7. Wellness Incentive**

Marge Chiafery explained that during the 2016-2017 school year the district received incentive funds totaling \$2,000 (\$500 per person) from HealthTrust in exchange for sending four people to the 2017 Wellness Coordinator Academy. The District Wellness Committee determines how the money is spent.

- MES spent \$216.97 on a salad day.
- TFS spent \$242.66 on a salad luncheon. Whole Food certificates were purchased to be used in the fall to welcome back staff.
- RFS spent \$308 for a Healthy Selfie Challenge.
- JMUES spent \$285.48 to purchase knap sacks and sunscreen.
- MMS spent \$299.76 for food and raffles in celebration of National Employee Health and Fitness Day on May 17<sup>th</sup>.

- MHS spent \$539.56 on fun summer activity raffle items to be dispensed on the last day of school.

Other districts are spending their incentive funds in similar ways and through challenge campaigns.

Ashley Brigham noted that resources for new and different challenges or campaigns can be found on the coordinator page at [www.healthtrustnh.org/coordinator](http://www.healthtrustnh.org/coordinator).

Linda Hastings reported that the reason Salem School District obtained such a high participation rate for completing the health assessment survey was due to the district's incentive. Salem's dress code for employees does not include wearing jeans. The incentive for completing the health assessment was the opportunity to wear jeans on a particular day.

## **8. A Nutritional Promotion**

Ashley compared the nutritional facts of four homemade salad dressings.

Balsamic vinaigrette and zesty Italian dressings are high in calories because of the olive oil. Calories can be reduced by adding water. Ashley made a Thai salad dressed with the peanut dressing. She suggested using peanut butter without sugar. Yogurt ranch dressing is a good substitute for store bought ranch dressings and has fewer calories.

Requests for future nutrition comparisons included yogurt, soups, luncheon meats, cheeses, cold cereals, dips and types of protein.

Ashley clarified the difference between extra virgin olive oil and olive oil is the flavor. She noted that extra virgin olive oil has a stronger olive taste.

## **9. Other:**

The annual June Wellness Survey will be distributed to district staff via email soon. It will be very similar to previous June surveys. Representatives were asked to encourage staff to take a few minutes to complete the survey. Survey results can be beneficial when applying for a grant. June survey results will be shared with the committee in the fall.

School Board Chair Shannon Barnes thanked Debie Clayton for attending a recent school board meeting. Debie was able to answer board members' questions about health plans which also benefitted the larger community. She stressed the significance of the presentation.

Nick Coler was unable to attend the meeting and asked Marge Chiafery to express his appreciation for the opportunity to work with the Healthcare Cost Containment Committee over the past three years. He stated that it was his pleasure to work with such a wonderful, thoughtful and collaborative group on issues and challenges that were meaningful to the wellness of the district and members.

September 13, 2017 will be the first meeting for the 2017-2018 school year. The remaining meeting dates will be confirmed in September.

Marge Chiafery thanked Wendy Parker, Debie Clayton, and Ashley Brigham for their contributions to the meeting.

Marge Chiafery thanked Karen Bonin, Rachel Schneider, Sue Robinson and Nick Coler for their service on the committee.

Marge Chiafery welcomed Linda Dimakas and Peter Bergeron; a retiree representative will be named at a later date.

**2017-2018 School Year Meeting Dates**

<b>Meeting Date</b>	<b>Refreshments</b>
September 13, 2017	Sandy Swanson, Marge Chiafery
October 4, 2017	
November 1, 2017	
December 6, 2017	
January 10, 2018	
February 7, 2018	
March 7, 2018	
April 4, 2018	
May 2, 2018	
June 6, 2018	